

### Representing the Flight Attendants of American Airlines



A

**Bob Ross - National President Pay**

116 hours paid monthly at the highest purser pay including international override, per the policy manual.

* Maximum flight attendant pay	60.13		
Purser Pay	7.50		
International pay	3.75		
	<u>71.38</u>	116 hours	8,280.08

Bi-monthly pay 4/1/16 - 12/31/16	4,140.04
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** Maximum flight attendant pay	61.33		
Purser Pay	7.50		
International pay	3.75		
	<u>72.58</u>	116 hours	8,419.28

Bi-monthly pay - 1/1/17 - 5/1/17	4,209.64
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101,031.36	Annual salary
276.80	Daily rate for sick and vacation

*** Maximum flight attendant pay	64.96		
Purser Pay	7.50		
International pay	3.75		
	<u>76.21</u>	116 hours	8,840.36

Bi-monthly pay - 5/2/17 - 12/31/17	4,420.18
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106,084.32	Annual salary
290.64	Daily rate for sick and vacation

**** Maximum flight attendant pay	66.26		
Purser Pay	7.50		
International pay	3.75		
	<u>77.51</u>	116 hours	8,991.16

Bi-monthly pay - 1/1/18 - 7/31/18	4,495.58
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107,893.92	Annual salary
295.60	Daily rate for sick and vacation

\* Pay rates effective 4/1/16

\*\* Pay rates effective 1/1/17 - 5/1/17

\*\*\* Pay rates effective 5/2/17 - 12/31/17 (1.6% Increase)

\*\*\*\* Pay rates effective 1/1/18 - 7/31/18

**Exhibit A-2**

				B					
National Officer: Bob Ross									
	Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment					
Profit Sharing - 2016				2,652.22		(paid 3/10/17)			
Vacation Pay - 2017	\$ 101,031.36	276.80	14	3,875.20		(paid 3/31/17)			
Sick Pay - 2017									
	\$ 101,031.36	276.80	12	3,321.60		(paid 3/31/17)			
Retro - Wage Arbitration Award 1.6%				918.72		(paid 6/1/17)			
Triple Play Grand Slam				300.00		(paid 7/6/17)			
Grand slam				150.00		(paid 1/25/18)			
(Additional \$50 grand slam paid on 2/15/18 salary check)									
2071 Profit Sharing				2,458.19		(paid 3/9/18)			
Vacation & Sick Pay - 2017 - (adjustment paid in 2018)				968.76		(paid 3/29/2018)			
Vacation Pay - 2017 (remaining unused days per agreement)	\$ 114,632.67	314.06	17	5,339.02		(paid 3/29/2018)			
Vacation Pay - 2018 (remaining unused days per agreement)									
	\$ 122,121.70	334.58	29	9,702.82		(paid 3/29/2018)			
	(Paid in two checks in the amount of \$4,851.41 each)								
Sick Pay - 2018									
	\$ 122,121.69	334.58	12	4,014.96		(paid 3/29/2018)			
End of Term Payout - 2017 (January 1 - December 31, 2017)									
	\$ 118,046.02	334.58	35	11,710.30		(paid 3/29/2018)			
	(Paid in two checks in the amount of \$3,903.43 each and one for \$3,903.44)								
End of Term Payout - 2018 (January 1 - July 31, 2018)									
	\$ 118,046.02	334.58	20.44	6,838.82		(paid 3/29/2018)			
	(Paid in two checks in the amount of \$3,419.41 each)								
Profit sharing 2018				1,403.99		(paid 3/8/19)			



National Officer: Bob Ross		Overpayment Calculation				
		Annual Salary	Daily amount (divide by 365)	Eligible Days to pay	Payment	
<b>Vacation Pay - 2017</b>						
	Original amount	\$ 101,031.36	276.80	14	\$ 3,875.20	OK (paid 3/31/17)
				Overpayment	\$ -	\$ -
<b>Sick Pay - 2017</b>						
	Original amount	\$ 101,031.36	276.80	12	\$ 3,321.60	OK (paid 3/31/17)
				Overpayment	\$ -	\$ -
<b>Vacation &amp; Sick Pay - 2017 - (adjustment paid in 2018....all paid in error)</b>						
				Overpayment	\$ 968.76	\$ 968.76
<b>Vacation Pay - 2017 (remaining unused days per agreement)</b>						
	Original amount - paid in error (a)	\$ 114,632.67	314.06	17	\$ 5,339.02	(paid 3/29/2018)
	Correct calculation amount	\$ 101,031.36	276.80	17	\$ 4,705.60	
				Overpayment	\$ 633.42	\$ 633.42
<b>Vacation Pay - 2018 (remaining unused days per agreement)</b>						
	Original amount - paid in error (a)	\$ 122,121.70	334.58	29	\$ 9,702.82	(paid 3/29/2018)
	Correct calculation amount	\$ 107,893.92	295.60	29	\$ 8,572.40	
				Overpayment	\$ 1,130.42	\$ 1,130.42
<b>Sick Pay - 2018</b>						
	Original amount - paid in error (a)	\$ 122,121.69	334.58	12	\$ 4,014.96	(paid 3/29/2018)
	Correct calculation amount	\$ 107,893.92	295.60	12	\$ 3,547.20	
				Overpayment	\$ 467.76	\$ 467.76
<b>End of term payout - 2017 (January 1 - December 31, 2017)</b>						
	Original amount - paid in error (a)	\$ 118,046.02	334.58	35	\$ 11,710.30	(paid 3/29/2018)
	Correct calculation amount	\$ 107,893.92	295.60	35	\$ 10,346.00	
				Overpayment	\$ 1,364.30	\$ 1,364.30

<b>End of term payout - 2018 (January 1 - July 31, 2018)</b>									
Original amount - paid in error (a)	\$	118,046.02	334.58	20.44	\$	6,838.82	(paid 3/29/2018)		
Correct calculation amount	\$	107,893.92	295.60	20.44	\$	6,042.06			
				Overpayment	\$	796.75	\$	796.75	
				Overpayment subtotal			\$	5,361.41	**
				Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **			\$	75.06	(based on 1.4%)
				<b>Total overpayment - due to APFA</b>			\$	5,436.47	
(a) - included union pay (MEA/SAF)									